

5 December 1957

MEMORANDUM FOR: CIA Career Council
Approved For Release 2001/08/07 : CIA-RDP80-01826R000800060017-4

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THROUGH: Honor Awards Board

SUBJECT: Policy Regarding Award of the Certificate of Merit
to Persons Above the Grades of GS-10

1. The Task Force for Incentive Awards, of the CIA Career Council, has examined the request of the Career Council that there be considered the possibility of raising the grade level in relation to granting Certificates of Merit to persons in grades GS-11 through GS-13, or of introducing another medallion or cash award for this purpose. The Task Force recognizes that experience has shown in the past 18 months that the original policy restriction recommended by the Task Force and approved by the Council and the Deputy Director of Central Intelligence on 31 March 1956 is probably too restrictive. The Task Force believes that the policy of restricting the Certificate of Merit to those persons in grades GS-10 and below should be reviewed.

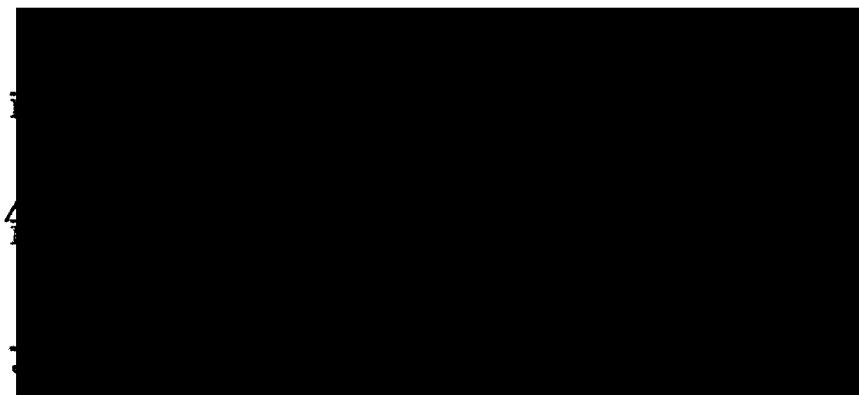
2. While the Task Force reaffirms the principle that senior executive personnel should not be rewarded with cash emoluments except under most unusual conditions, it also recommends that the grade level for the award of the Certificate of Merit be raised to include persons in GS-14 and below. This policy restriction would then conform to that originally recommended and approved with respect to improvement suggestions.

3. RECOMMENDATION:

The Task Force therefore recommends:

"That the Honor Awards Board be informally directed that no cash award shall be made to any employee in grades GS-15 and above for sustained superior meritorious performance or for a single meritorious act or service, and that the Certificate of Merit be awarded only to employees grades GS-14 and below."

TASK FORCE FOR INCENTIVE AWARDS



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ENDORSEMENT: At its 91st meeting on 6 December 1957, the Honor Awards Board approved the recommendation of the Task Force for Incentive Awards for forwarding to the CIA Career Council.



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